GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

General Administration Department – Orientation training to IAS Officers joining in new posts on transfer – AP Human Resources Development Institute to conduct orientation training – Orders – Issued.

GENERAL ADMINISTRATION (TRAINING) DEPARTMENT
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G.O. Rt. No. 592 dated 04-04-2022

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ORDER:

Broadly, there are two phases in the career pathway of Officers belongs to the Indian Administrative Service (IAS). The first phase is the district phase and during this period they primarily do executive work. This phase ends once IAS Officers move beyond Collectorship and start manning strategic-cum-executive/policy positions, such as Heads of Department, Secretaries to Government, Heads of Corporations/Societies/Others. The switchover to strategic-cum-executive/policy postings requires a different set of skills and domain knowledge, which coupled with acquisition of executive ability has the power to make officers achieve goals most of the time.

2. In order to enable the officers 'hit the ground' running, it is imperative that they are trained to acquire skills and domain knowledge once they join in their new assignments. After careful consideration, the Government hereby orders that all IAS Officers upto the level of Principal Secretary to Government, including Heads of Department/Managing Directors, to the State Government shall undergo mandatory orientation training before they assume charge in their new posts. This would also be done for the Collectors and Joint Collectors / Municipal Commissioners when they join the districts or urban local bodies, as the case be, for the first time.

3. The training would be tailor-made for each officer and the first step would be to access the skill level and knowledge of the officer and then custom design the course contents. The training would be virtual and be done for 2-3 hours everyday in the evening for 4-5 days. The training would start with a briefing by the predecessor officer who would prepare and share charge handing over notes. Other components would follow the pattern set out in U.O. Note No. GAD01-PERS0TRG/7/2022 being used for training Collectors.

4. The Andhra Pradesh Human Resources Development Institute is appointed as the Nodal Institute for conduct of this orientation training for IAS Officers. The Director General, Andhra Pradesh Human Resources Development Institute shall prepare tailor-made training material and delivery of courses for individual officers in consultation with officers, domain experts and others and organise the training whenever any officer assumes a new position.

5. The above order comes into force with immediate effect.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

DR. SAMEER SHARMA
CHIEF SECRETARY TO GOVERNMENT

To
The Director General, Andhra Pradesh Human Resources Development Institute,
BAPATLA.
Copy to:
All the IAS Officers of Andhra Pradesh cadre.
The P.S. to Chief Secretary to Government.
The P.S. to Principal Secretary to Government (Political).
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//FORWARDED: BY ORDER//

P.V. Chalam
SECTION OFFICER